

# Institute of Human Resources Development

(Established by Government of Kerala)

Prajo'e Towers, Vazhuthacaud P O, Thiruvananthapuram- 695 014. Kerala.

Ph: +91 471 2322985, +91 471 2322501 Fax: +91 471 2322035

web: www.ihrd.ac.in. mail: director@ihrd.ac.in



*No.EA4/8518/2010/IHRD*

*Dated, 21<sup>st</sup> March, 2017*

## NOTICE

*Sub:- IHRD – Implementation of Judgment dated 11.01.2017 of the W.P (C) No. 20395/2010 filed by Sri. Abdul Nazar.T and Smt. Kadeeja.V.S, Head Clerks, College of Applied Science, Malappuram and College of Applied Science, Puthenvelikkara respectively – Prior notice for revision (Provisional) of seniority in the cadre of Office Assistant, Senior Office Assistant, Head Clerk and Junior Superintendent – publishing of – Reg:-*

- Ref:-*
- 1. Judgment dated 11.01.2017 of the Hon'ble High Court in the W.P (C) No. 20395/2010.*
  - 2. Legal advice dated 25.02.2017 from the Standing Counsel of IHRD.*
  - 3. This office MEMO of even no. dated 02.03.2017.*
  - 4. Hearing conducted with petitioners on 08.03.2017 in the IHRD (Headquarters).*
  - 5. Hearing note dated 08.03.2017 submitted by Sri. Abdul Nazar.T.*
  - 6. Hearing note dated 08.03.2017 submitted by Smt. Kadeeja.V.S.*
  - 7. Discussion with the Standing Counsel on 11.03.2017.*
  - 8. Resolution of the Staff Selection Committee held on 15.03.2017.*

The Hon'ble High Court in the judgment dated 11.01.2017 ordered to consider and pass orders on the representation dated 26.02.2000 of Sri. Abdul Nazar. T and dated 03.03.2000 of Smt. Kadeeja. V.S (i.e Exhibits P2&P3) objections preferred by the petitioners against Exhibit P1 seniority list untrammelled by anything stated in Exhibits P7 and P12 strictly in accordance with the Special Rules which were in force as on the date of appointment of the petitioners as Office Assistants (formerly LDCs). Accordingly, legal opinion has been obtained from our Standing Counsel by this office. On the basis of the legal opinion, hearing was conducted with the petitioners on 08.03.2017 in the IHRD (Headquarters), Thiruvananthapuram .The petitioners requested to revise their seniority in the cadre of LDC with reference to their date of entry into service as Junior Office Assistant under IHRD without considering the select list approved by the Executive Committee. But the Hon'ble High Court specifically ordered that, the review of the existing list shall be strictly in accordance with the Special Rules which were in force

as on the date of appointment of the petitioners as L.D Clerks. As per the Special/Service Rules of IHRD, there was no automatic promotion and the method of appointment prescribed for the post of LDC is “by selection from the post of Junior Office Assistant on merit”.

As per the Special Rules applicable to the IHRD employees vide G.O (MS) No. 159/89/H.Edn dated 10.08.1989 clause 2 sub clause (10), “ Selection to each post will be done by a Selection Committee constituted for this purpose. While there will be no automatic promotions, the Committee will consider the performance of all internal candidates before making recommendations for the appointments.”

As per the Special Rules of IHRD, the method of appointment prescribed for the post of Lower Division Clerk is by selection from Junior Office Assistant with 2 years experience on merit. Accordingly, the Selection Committee was constituted comprising of following members

1. Prof. M.V. Pylee (former Vice Chancellor CUSAT)
2. Dr. K. Sukulal (Additional Director IHRD)
3. Dr. K.G. Balakrishnan (Director, IHRD)

Applications were invited and all applications were placed before the meeting of the Selection Committee for the post of Lower Division Clerk held on 10.08.1998. Selection Committee prepared the rank list as show below:-

**Rank   Name of the incumbent**

- 1) Sasidharan E. N
- 2) Anitha D.S
- 3) Asha Madhavan. S`
- 4) R. Vinodh Kumar
- 5) Sujatha A. P
- 6) Harikumar. B
- 7) Somasundaran. C
- 8) Asha.K. Pillai
- 9) Danley Mary Johnson

- 10) Geetha. P
- 11) Sayeeda Beevi. M. M
- 12) Anitha Kumari. P
- 13) Anuradha. C
- 14) Anandan M.K
- 15) Aishabi Kollapparamban
- 16) Vijayadas T.M
- 17) N.A. Rajesh
- 18) Kadeeja. V.S
- 19) Satheesh. B
- 20) Abdul Nazar. T
- 21) Vijaya. M
- 22) Roopesh Chandran Nair. M
- 23) Savad. E

As per clause (3) of then IHRD Service Rules, the rank list and select list of employees prepared by the Selection Committee shall be placed before the Executive Committee before appointments are made. Accordingly, the select list prepared by the Selection Committee was considered by the 59<sup>th</sup> meeting of the Executive Committee held on 13.01.1999 and resolved that, the selection of candidates for the post LD Clerks should be based on Evaluation report (Confidential report), Seniority and giving weightage for Graduates over non Graduates and modified the list accordingly as detailed below:-

**Rank   Name of the incumbent**

- 1) Sasidharan E. N
- 2) Harikumar. B
- 3) Asha Madhavan. S
- 4) Danley Mary Johnson
- 5) Somasundaran. C

- 6) Sujatha. A. P
- 7) Anitha D.S
- 8) Asha.K. Pillai
- 9) Anitha Kumari. P
- 10) Sayeeda Beevi. M. M
- 11) Anandan. M.K
- 12) N.A. Rajesh
- 13) Satheesh. B
- 14) R. Vinodh Kumar
- 15) Roopesh Chandran Nair. M
- 16) Geetha. P
- 17) Abdul Nazar. T
- 18) Savad. E
- 19) Vijayadas T.M
- 20) Aishabi Kollapparamban
- 21) Anuradha. C
- 22) Vijaya. M
- 23) Kadeeja. V.S

The Hon'ble High Court in the Judgment has reliably made clear that, uncommunicated adverse remarks in the confidential role of the petitioners shall not be relied upon as a ground for denying their seniority in the category of LD Clerk.

By considering all these aspects, the hearing note submitted by the petitioners in the reference read as 5<sup>th</sup> and 6<sup>th</sup> paper above have been examined in detail with reference to the Special and Service Rules of IHRD applicable to the IHRD employees then and also hold a discussion with the Standing Counsel of IHRD and observed that, the directions contained in the Judgment dated 11.01.2017 are specific and strictly in accordance with Special Rules which were in force as on the date of appointment as LDC (re-designated as Office Assistant). In the above

circumstances, the seniority of Office Assistant, Senior Office Assistant, Head Clerks and Junior Superintendent is to be revised in compliance with the Judgment dated 11.01.2017 of the Hon'ble High Court as shown in the separate sheet attached.

2. The Head of institutions concerned shall circulate the notice to the employees working under their control including those on leave and obtain their dated acknowledgment. The judgment should be complied within the time limit. The objection/representations if any received should be forwarded to this office before 29.03.2017 itself along with supporting documents if any for detailed examination by this office unless the above proposed list will be finalized accordingly.
3. If no employee included in the list is working in that institution a NIL report shall be furnished within the time limit.
4. Receipt of the circular shall be acknowledged by return.

Sd/-

*Dr.P.Suresh Kumar*  
DIRECTOR

*Encl:- As stated above*

*To:-*

1. *All officials concerned (through the Head of institution) along with the list of officials.*
2. *The Head of institution concerned.*
3. *Deputy Director*
4. *Finance Officer*
5. *Administrative Officer*
6. *All Section Heads in the IHRD (Headquarters)*
7. *Concerned Officials in the IHRD (Headquarters) with dated acknowledgement*
8. *SF*
9. *OC*

Approved for Issue,

  
21/3  
Administrative Officer

**List of Office Assistant, Senior Office Assistant, Head Clerk and Junior Superintendent**

SI No.	Name & Existing position in the post of LDC (Office Assistant)& Order Number	SI No.	Proposed revision(provision) for the post of LDC	SI No.	Existing position as U.DC (Senior Office Assistant) and Order Number	SI No.	Proposed position of UDC (Senior Office Assistant)	SI No.	Existing position in the post of Head Clerks and Order Number	SI No.	Proposed position as Head Clerks	SI No.	Existing position as Junior Superintendent and Order Number	SI No.	Proposed position as Junior Superintendent	Remarks
1	(E/1871/94/HRD dated 15/12/1995) Sri.K.T.K. Chandran	1	Sri.K.T.K. Chandran	1	(E5/5109/2000/HRD dated 27.06.2000) Sri.K.T.K. Chandran	1	Sri. K.T.K. Chandran	1	(E5/10013/2001/HRD dated 10.10.2001) Sri. K.T.K. Chandran	1.	Sri.K.T.K. Chandran	1	(EA1/1624/2009/HRD dated 05.02.2009) Sri. K.T.K. Chandran	1.	Sri.K.T.K. Chandran	
2	(E5/9957/2000/HRD dated 27.10.2001) Smt.Jyothilakshmi P.P	2	Smt. Jyothilakshmi P.P	2	(E5/10689/01/HRD dated 23.10.2001) Smt. Jyothilakshmi P.P	2	Smt. Jyothilakshmi P.P	2	(E5/5744/2003/HRD dated 10.09.2004) Smt.Jyothilakshmi. P.P	2	Smt.Jyothilakshmi P.P	2	Smt.Jyothilakshmi P.P	2.	Smt. Jyothi Lakshmi P.P	
3	(E/1871/94/HRD (2) dated 26.07.1995) Sri. Kunjumoideen Kalampurath	3	Sri. Kunjumoideen Kalampurath	3	Sri. Kunjumoideen Kalampurath	3	Sri. Kunjumoideen Kalampurath	3	Sri. Kunjumoideen Kalampurath	3	Sri.Kunjumoideen Kalampurath	3	Sri.Kunjumoideen Kalampurath	3	Sri.Kunju moideen Kalampurath	
4	Sri. Abdul Razak. K.P	4	Sri.Abdul Razak K.P	4	Sri. Abdul Razak K.P	4	Sri.Abdul Razak. K.P	4	Sri.Abdul Razak K.P	4	Sri.Abdul Razak K.P	4	Sri.Abdul Razak K.P	4	Abdul Razak. K.P	
5	(E2/7154/97/HRD dated 05.03.1998) Smt. Indira.K	5	Smt. Indira.K	5	Smt. Indira.K	5	Smt. Indira.K	5	Smt. Indira.K	5	Smt.Indira.K	5	Smt. Indira.K	5	Smt.Indira.K	

SI No.	Name & Existing position in the post of LDC (Office Assistant)& Order Number	SI No.	Proposed revision(provision) for the post of LDC	SI No.	Existing position as U.DC (Senior Office Assistant) and Order Number	SI No.	Proposed position of UDC (Senior Office Assistant)	SI No.	Existing position in the post of Head Clerks and Order Number	SI No.	Proposed position as Head Clerks	SI No.	Existing position as Junior Superintendent and Order Number	SI No.	Proposed position as Junior Superintendent	Remarks
6	Smt. Sobhana K.P	6	Smt.Sobhana K.P	6	Smt. Sobhana K.P	6	Smt.Sobhana. K.P	6	Smt. Sobhana. K.P	6	Smt. Sobhana. K.P	6	Smt. Sobhana K.P	6	Smt.Sobhana. K.P	
7	Sri. Suresh.A.S	7	Sri.Suresh.A.S	7	Sri. Suresh.A.S	7	Sri.Suresh.A.S	7	Sri. Suresh.A.S	7	Sri. Suresh.A.S	7	Sri. Suresh.A.S	7	Suresh.A.S	
8	Smt. Chinnamma K.P	8	Smt.Chinnamma K.P	8	Smt.Chinnamma K.P	8	Smt.Chinnamma K.P	8	Smt.Chinnamma. K.P	8	Smt.Chinnamma K.P	8	Smt.Chinnamma. K.P	8	Smt.Chinnamma K.P	
9.	Smt.Kumari Padmam.K	9	Smt.Kumari Padmam.K	9	Smt.Kumari Padmam.K	9	Smt.Kumari Padmam.K	9	Smt.Kumari Padmam.K	9	Smt.Kumari Padmam.K	9	Smt. Kumari Padmam.K	9	Smt.Kumari Padmam.K	
10	Sri.Nandakumar. C	10	Sri.Nandakumar C	10	Smt. Lissy Sabu	10	Smt.Lissy Sabu	10	Smt.Lissy Sabu	10	Smt.Lissy Sabu	10	Smt. Lissy Sabu	10	Smt.Lissy Sabu	
11	Smt. Lissy Sabu	11	Smt.Lissy Sabu	11	Sri. Varghese. K.C	11	Sri.Varghese. K.C	11	Sri.Varghese. K.C	11	Sri.Varghese K.C	11	Sri. Varghese K.C	11	Sri.Varghese K.C	

Sl No.	Name & Existing position in the post of LDC (Office Assistant)& Order Number	Sl No.	Proposed revision(provision) for the post of LDC	Sl No.	Existing position as U.DC (Senior Office Assistant) and Order Number	Sl No.	Proposed position of UDC (Senior Office Assistant)	Sl No.	Existing position in the post of Head Clerks and Order Number	Sl No	Proposed position as Head Clerks	Sl No	Existing position as Junior Superintendent and Order Number	Sl No	Proposed position as Junior Superintendent	Remarks
12	Sri. Majeed. P.K	12	Sri.Majeed. P.K	12	Sri.Chandra kumar. K	12	Sri. Chandra kumar. K	12	Sri. Chandra kumar K	12	Sri. Chandra kumar. K	12	Sri.Chandra kumar. K	12	Sri. Chandra kumar. K	
13	Sri. Varghese.K.C	13	Sri.Varghese K.C	13	Sri. Jayakrishnan.R	13	Sri. Jayakrishnan.R	13	Sri.Jayakrishnan.R	13	Sri. Jayakrishnan.R	13	Sri.Jayakrishnan. R	13	Sri Jayakrishnan.R	
14	Sri. Aroon Kumar.K	14	Sri.Aroon kumar.K	14	Smt. Usha.K.G	14	Smt.Usha.K.G	14	Smt.Usha.K.G	14	Smt.Usha.K.G	14	Smt.Usha.K.G	14	Smt.Usha.K.G	
15	Sri. Sunilkumar.R	15	Sri.Sunilkumar.R	15	Sri. Steny John Panikulm	15	Sri.Steny John Panikulm	15	Sri. Steny John Panikulam	15	Sri.Steny John Panikulam	15	Sri.Steny John Panikulam	15	Sri.Steny John Panikulam	
16	Sri. Chandra kumar. K	16	Sri.Chandra kumar. K	16	Smt. Sunitha K Cherian	16	Smt.Sunitha K Cherian	16	Smt. Sunitha K Cherian	16	Smt.Sunitha K Cherian	16	Smt. Sunitha K. Cherian	16	Sunitha K Cherian	
17	Sri. Jayakrishnan.R	17	Sri. Jayakrishnan.R	17	Smt. Bindu.D	17	Smt.Bindu.D	17	Smt.Bindu.D	17	Smt.Bindu.D	17	Smt. Bindu.D	17	Smt.Bindu.D	



Sl No.	Name & Existing position in the post of LDC (Office Assistant)& Order Number	Sl No.	Proposed revision(provision) for the post of LDC	Sl No.	Existing position as U.DC (Senior Office Assistant) and Order Number	Sl No.	Proposed position of UDC (Senior Office Assistant)	Sl No.	Existing position in the post of Head Clerks and Order Number	Sl No	Proposed position as Head Clerks	Sl No	Existing position as Junior Superintendent and Order Number	Sl No	Proposed position as Junior Superintendent	Remarks
18	Smt. Usha.K.G	18	Smt.Usha.K.G	18	Sri.Vincent V	18	Sri.Vincent V	18	Sri.Vincent.V	18	Sri.Vincent.V	18	Sri. Vincent.V	18	Sri.Vincent.V	
19	Sri. Sunil Kumar.V.G	19	Sunil Kumar.V.G	19	Smt. Subaida P K	19	Subaida P K	19	Smt.Subaida P.K	19	Smt.Subaida P.K	19	<u>(EA1/4065/2007/HRD dated 27/5/2011)</u> Sri.Mustafa Kamal	19	Sri.Mustafa Kamal	
20.	Sri. Sreeni. C.S	20	Sri. Sreeni. C.S	20	Sri.Hari Kumar.B	20	Smt.Anitha D.S	20	<u>(EA1/4065/2007/HRD dated 27/5/2011)</u> Sri.Mustafa Kamal	20	Sri.Mustafa Kamal	20	Sri.Harikumar.B	20.	Smt.Anitha D S	
									<u>(E5/9857/2004/HRD dated 28/4/2005)</u>							
21.	Sri. Steny John Panikulam	21	Sri. Steny John Panikulam	21	Smt.Danley Mary Johnson	21	Sri.Vinodh Kumar.R	21	Sri.Hari Kumar.B	21	Smt.Anitha D.S	21	Smt.Anitha D.S	21	Sri.Vinodh Kumar.R	
22	Smt. Sunitha K Cherian	22	Smt.Sunitha K Cherian	22	Smt. Sujatha A.P	22	Smt.Sujatha A.P	22.	Smt.Danley Mary Johnson	22	Sri. Vinodh Kumar R	22	<u>(EA1/16302/2009/HRD dtd 05.06.2010)</u> Subaida.P.K	22	Smt.Subaida P.K	
23	Smt. Bindu.D	23	Smt. Bindu.D	23	Smt.Anitha D.S	23	Sri.Harikumar.B	23	Smt. Sujatha A P	23	Smt.Sujatha A P	23	Smt. Danley Mary Johnson	23	Smt.Sujatha A P	

SI No.	Name & Existing position in the post of LDC (Office Assistant)& Order Number	SI No.	Proposed revision(provision) for the post of LDC	SI No.	Existing position as U.DC (Senior Office Assistant) and Order Number	SI No.	Proposed position of UDC (Senior Office Assistant)	SI No.	Existing position in the post of Head Clerks and Order Number	SI No	Proposed position as Head Clerks	SI No	Existing position as Junior Superintendent and Order Number	SI No	Proposed position as Junior Superintendent	Remarks
24.	Sri. Vincent.V	24	Sri.Vincent.V	24	Smt.Asha K Pillai	24	Smt.Asha K Pillai	24	Smt. Anitha D S	24	Sri.Harikumar.B	24	Smt.Sujatha A P	24	Sri.Harikumar.B	
25	Smt. Ramla.V.P	25	Smt.Ramla.V.P	25	Smt.Anitha kumari .P	25	Smt.Danley Mary Johnson	25	Smt. Asha K Pillai	25	Smt.Asha K Pillai	25	Smt.Asha K Pillai	25	Smt.Asha K Pillai	
26	Sri. Ranjith P M	26	Sri.Ranjith P M	26	Sayeeda Beevi M.M	26	Smt.Sayeeda Beevi M.M	26	Smt. Anitha Kumari.P	26	Smt.Danley Mary Johnson	26	Smt.Anitha Kumari.P	26	Smt.Danley Mary Johnson	
<b><u>E2/7154/97/HRD dated 25.03.1998</u></b>																
27	Sri.Suresh.R	27	Sri.Suresh.R	27	Sri. Anandan M K	27	Smt.Anitha kumari P	27	Smt.Sayeeda Beevi M M	27	Smt.Sayeeda Beevi M.M	27	Smt.Sayeeda Beevi M.M	27	Smt.Sayeeda Beevi M.M	
28	Smt.Subaida.P.K	28	Smt.Subaida.P.K	28	Sri.N A Rajesh	28	Sri.Anandan M K	28	Sri.Anandan M K	28	Smt.Anitha kumari P	28	Sri.Anandan M K	28	Smt.Anitha Kumari. P	

SI No.	Name & Existing position in the post of LDC (Office Assistant)& Order Number	SI No.	Proposed revision(provision) for the post of LDC	SI No.	Existing position as U.DC (Senior Office Assistant) and Order Number	SI No.	Proposed position of UDC (Senior Office Assistant)	SI No.	Existing position in the post of Head Clerks and Order Number	SI No	Proposed position as Head Clerks	SI No	Existing position as Junior Superintendent and Order Number	SI No	Proposed position as Junior Superintendent	Remarks
<b>E4/6584/98/HRD (1) dated 03.10.1998</b>																
29	Sri. Sasidharan.E.N	29.	Sri.Sasidharan E.N	29	Sri. Vinodh Kumar.R	29	Sri.N A Rajesh	29.	Sri.N A Rajesh	29	Sri.Anandan M K	29.	Sri.N A Rajesh	29	Sri.Anandan M K	
30	Sri.Hari Kumar. B	30	Smt.Anitha D S	30.	Sri.Roopesh Chandran Nair. M	30	Smt.Kadeeja V.S	30	Sri.Vinodh Kumar R	30	Sri.N A Rajesh			30	Sri.N A Rajesh	
31	Smt. Asha Madhavan.S	31	Smt. Asha Madhavan.S	31.	Sri.Abdul Nazar.T	31	Sri.Abdul Nazar.T	31	Sri.Roopesh Chandran Nair. M	31	Smt.Kadeeja V.S					
32	Danley Mary Johnson	32	Vinodh Kumar R	32	Smt.Kadeeja VS	32	Sri.Roopesh Chadran Nair. M	32	Sri.Abdul Nazar.T	32	Sri. Abdul Nazar.T					
<b>E5/4219/2002/HRD dated 29.10.2002</b>																
33	Somasundran C	33	Sujatha.A.P	33	Sri.Majeed P.K	33	Sri.Majeed P.K	33	Smt.Kadeeja V.S	33	Sri.Roopesh Chandran Nair. M					
34	Sujatha A P	34	Hari Kumar. B	34	Sri.Mustapha Kamal	34	Sri.Mustapha Kamal	34	Sri.Majeed P K	34	Sri.Majeed P.K					





Sl No.	Name & Existing position in the post of LDC (Office Assistant)& Order Number	Sl No.	Proposed revision(provision) for the post of LDC	Sl No.	Existing position as U.DC (Senior Office Assistant) and Order Number	Sl No.	Proposed position of UDC (Senior Office Assistant)	Sl No.	Existing position in the post of Head Clerks and Order Number	Sl No.	Proposed position as Head Clerks	Sl No.	Existing position as Junior Superintendent and Order Number	Sl No.	Proposed position as Junior Superintendent	Remarks
48	Smt. Aishabi Koollamparamban	48	Sri.Abdul Nazar T													
49	Smt. Anuradha.C	49	Smt.Vijaya M													
50	Smt.Vijaya.M	50	Sri.Roopesh chandran Nair.M													
51	Smt. Kadeeja.V.S	51	Sri.Saved E													
52	(E5/1877/2001/HRD dated 20.02.2001) & E5/2393/2002/HRD dated 26.03.2002) Sri.Mustapha Kamal	52	Sri.Mustapha Kamal													

Sd/-

DIRECTOR

Approved for Issue,

Sd/-

Administrative Officer